

# DDRS Advisory Council

## February 19, 2020



# Welcome and Today's Agenda

- Welcome and Introductions
  - Welcome New Member Sarah Chestnut, INARF
- BDDS IT Systems Consolidation Project
- Waiver Redesign Deep Dive Discussion: Service Array
- Brainstorm: Opportunities to Impact the DSP Workforce
- Next Meeting: March 25<sup>th</sup>
  - Indiana State Library, Author's Room 203



# BDDS IT System Consolidation Project

Presented by:

Cathy Robinson, Director, Bureau of Developmental Disabilities Services

DDRS Advisory Council

February 19, 2020



# Waiver Redesign Deep Dive: Waiver Structure

Presented by:

Cathy Robinson, Director, Bureau of Developmental Disabilities Services

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# Brainstorm: Opportunities to Impact the DSP Workforce

DDRS Advisory Council  
January 15, 2020



# State of Indiana's DSP Workforce

- Information from National Core Indicators 2018 Staff Stability Survey Report
- Period Covered - January 1, 2018 - December 31, 2018
- Indiana Received Valid Responses from 99 HCBS Providers
- Percentage of Responding Agencies that Employ....

	1-20 DSPs	21-40 DSPs	41-60 DSPs	61+ DSPs	Median # DSPs
IN	17.2%	21.1%	9.1%	61.6%	79
AVG	35.1%	12.5%	8.3%	44.1%	41



# State of Indiana's DSP Workforce

- Number of Adults Served With . . .

	1-10	11-20	21-50	51-99	100-499	500-999	1000+	n
Residential Supports	18.0%	8.2%	26.2%	23.0%	23.0%	0%	1.6%	61
In-Home Supports	19.8%	9.3%	29.1%	20.9%	18.6%	2.3%	0%	86
Non-Residential Supports	14.6%	8.5%	12.2%	20.7%	37.8%	4.9%	1.2%	82



# State of Indiana's DSP Workforce

Measure	Indiana Average	All States Average	Indiana Median	All States Median
DSP Turnover	46.8%	51.3%	42.8%	40%
Average Vacancy Rate				
Full-Time DSP Positions	13.0%	11.9%	N/A	N/A
Part-Time DSP Positions	12.7%	18.1%	N/A	N/A
Overtime as a % of Total Hrs Paid	9.6%	9.8%	5.1%	7.0%



# State of Indiana's DSP Workforce

- Tenure Among DSPs Employed as of 12/31/18

	Less Than 6 mo.	6-12 mo.	12-24 mo.	24 – 36 mo.	36+ mo.	Total on Payroll
IN	18.2%	16.3%	19.0%	12.7%	33.9%	17,314
AVG	19.6%	14.7%	17.2%	10.1%	10.1%	331,512

- Tenure Among Separated DSP Employees

	Less Than 6 mo.	6-12 mo.	12-24 mo.	24 – 36 mo.	36+ mo.	Total on Separated
IN	39.2%	18.8%	16.4%	7.3%	13.0%	9,960
AVG	34.7%	20.3%	14.3%	7.3%	12.1%	145,444



# State of Indiana's DSP Workforce

Measure	Indiana Average	All States Average	Indiana Median	All States Median
Starting DSP Wage – Method 1	\$10.63	\$11.27	\$10.50	\$11.00
DSP Wage – Method 1	\$11.50	\$12.26	\$11.39	\$12.00

Measure	Pay Incentive or Referral Bonus	Realistic Job Preview	Train on Code of Ethics	DSP Ladder	Staff Supported to Acquire Credential
IN	67.7%	88.5%	89.6%	29.2%	29.2%
AVG	62.5%	80.5%	89.7%	34.9%	47%



# Workforce and Waiver Redesign

Supports that Promote Independence

Supports that Decrease Need for Shift Staff

Supports that Broaden our Workforce

Rate Methodology

Assistive Technology

Participant Directed Goods & Services

Agency with Choice

Shared Living

Peer Support and Community Connection



# Advisory Council Discussion

- What suggestions and opportunities may support changes at the state and provider-level that would help improve the recruitment and retention of Direct Support Professionals?



# DDRS Advisory - Next Meeting

- Next Meeting:
  - Wednesday, March 25<sup>th</sup>
  - 10 am - Noon
  - Location: Indiana State Library, Author's Room
  - Agenda will include:
    - Deep Dive Discussion - Case Management

